Colchester Public Schools

CABE-SUGGESTED POLICY REPLACEMENT

ADDITION: LANGUAGE FROM SHIPMAN & GOODWIN

4214P

PERSONNEL - NON-CERTIFIED

TRANSFER/REASSIGNMENT

~~ASSIGNMENT AND TRANSFER~~

~~Except as otherwise provided in employee agreements with the appropriate bargaining unit, the Superintendent shall have full authority to transfer or reassign personnel according to the needs of the school system within the policies of the Board of Education. Employees shall not be reduced in salary through any such transfer or reassignment except for cause, which may include the elimination of a position. Employees shall not be reassigned to positions for which they do not hold necessary certification or licensing.~~

The assignment and transfer of all non-certified staff personnel shall be the responsibility of the Superintendent of Schools. Transfers will be made in the best interests of the school system, subject to provisions of applicable employee organization agreements and Board of Education policies.

The Superintendent will consider the following factors prior to implementing a decision to move someone to a lower paying position:

- The performance of the individual in the existing position if the existing position will continue, as typically one would not remove someone from a higher paying position into a lower paying one if the individual's performance is acceptable. However, such a transfer could occur if the existing position is being eliminated or if an individual with superior skills is being transferred into the existing position due to some other position elimination in the organization.
- The availability of other open positions at the existing pay rate and the qualifications of the individual for any such open positions.
- The qualifications of the individual for the position into which he or she is being transferred.
- Review of non-discrimination principles and their application (is the person being treated differently than similarly situated individuals, or is the person in a protected class)?

Not later than the regular October meeting of the Board of Education the Superintendent shall provide Board members a staff listing of regular assignments.

Policy adopted: January 8, 2002
Policy revised: March 30, 2021

COLCHESTER PUBLIC SCHOOLS
Colchester, Connecticut